

10-13-2008

## University of Northern Iowa Faculty Senate Meeting Minutes, October 13, 2008

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## **SUMMARY OF FACULTY SENATE MEETING**

**10/13/08**

### **CALL TO ORDER**

Chair Wurtz called the meeting to order at 3:15 P.M.

### **APPROVAL OF THE MINUTES**

Motion to approve the minutes of the 9/22/08 meeting as amended by Senator East; second by Senator Neuhaus. Motion passed.

### **CALL FOR PRESS IDENTIFICATION**

No press present.

### **COMMENTS FROM INTERIM PROVOST LUBKER**

Interim Provost Lubker commented about the recent economic concern, noting that it's been said that the Midwest and Iowa are protected and that the best industry in the world right now is agriculture. Governor Culver recently asked all state agencies to hold the line on their budgets and not ask for increases, and there is some concern that he will begin asking for reductions.

Interim Provost Lubker stated that that Prioritization Task Force has been meeting three times a week and is looking at setting up criteria.

### **COMMENTS FROM FACULTY CHAIR, JESSE SWAN**

Faculty Chair Swan had no comments.

### **COMMENTS FROM CHAIR, SUSAN WURTZ**

Chair Wurtz also had no comments.

### **CONSIDERATION OF CALENDAR ITEMS FOR DOCKETING**

974 Report and Recommendations on Research/Scholarly Activities

Motion to docket in regular order as item #879 by Senator Soneson; second by Senator O'Kane. Motion passed.

975 Diversity of Faculty/Staff and Students at UNI

Motion to docket in regular order as item #880 by Senator Bruess; second by Senator East. A lengthy discussion followed.

Motion passed with one abstention.

#### **NEW BUSINESS**

Elect Faculty Senate representative to the Regents Award for Faculty Excellence Committee

Self-nomination by Senator Mvuyekure.

Motion to close nominations passed.

Motion to accept the nomination by Senator Heisted; second by Senator Bruess. Motion passed.

#### **CONSIDERATION OF DOCKETED ITEMS**

875 Emeritus Status request, G. Scott Cawelti, department of English Language and Literature, effective 6/08

Motion to accept by Senator Soneson; second by Senator Mvuyekure. Discussion followed.

Motion passed.

876 Emeritus Status request, Charles D. Johnson, Department of Industrial Technology, effective 6/08

Motion to approve by Senator Hotek; second Senator Schumacher-Douglas. Discussion followed.

Motion passed.

877 Emeritus Status request, Dean Kruckeberg, Department of

Communication Studies, effective 6/08

Motion to approve by Senator Bruess; second by Senator East.

Motion passed.

#### ADJOURNMENT

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DRAFT FOR SENATOR'S REVIEW

### MINUTES OF THE UNIVERSITY FACULTY SENATE MEETING 10/13/03 1652

**PRESENT:** Gregory Bruess, Phil East, Jeffrey Funderburk, Mary Guenther, Deirdre Heistad, Doug Hotek, Bev Kopper, James Lubker, Pierre-Damien Mvuyekure, Chris Neuhaus, Steve O'Kane, Phil Patton, Donna Schumacher-Douglas, Jerry Soneson, Jesse Swan, Katherine van Wormer, Susan Wurtz

Shelley McCumber was attending for Megan Balong.

**Absent:** David Marchesani, Jerry Smith, Michele Yehieli

#### CALL TO ORDER

Chair Wurtz called the meeting to order at 3:15 P.M.

#### APPROVAL OF MINUTES

Motion to approve the minutes of the 9/22/08 meeting as amended by Senator East; second by Senator Neuhaus. Motion passed.

#### CALL FOR PRESS IDENTIFICATION

No press present.

#### COMMENTS FROM INTERIM PROVOST LUBKER

Interim Provost Lubker reported that the UNI Cabinet did not meet today so there is nothing to bring forward from them.

Interim Provost Lubker remarked that we're all holding our breath, as everyone is, about the economy for both personal reasons and as to the support UNI may or may not get from the state. It has been said that the Midwest and Iowa are protected and that the best industry in the world right now is agriculture. However, every morning in the papers there's another piece of gloom about the state of Iowa. Recently, Governor Culver asked all state agencies to hold the line on their budgets and not ask for increases. There is some concern that he will begin asking for reductions. But we're looking at moving forward and will see what happens.

In response to Chair Wurtz's query about the Prioritization process, Interim Provost Lubker stated that that Task Force has been meeting three times a week and looking at setting up the criteria. He's impressed with their hard work and the progress they've made so far, and they seem to be doing a very fine job.

Senator East, a member of the Prioritization Task Force, added that they are abandoning the Washington State format as it's a research institution and they felt the emphasis they had would be very different from UNI's. The Task Force believes they're addressing everything that was addressed by Washington State but more appropriately.

Interim Provost Lubker also added that there is no truth to the story that's been circulating that the people that were selected to serve on the Task Force were selected because they represented programs that the university hoped to eliminate.

#### COMMENTS FROM FACULTY CHAIR, JESSE SWAN

Faculty Chair Swan had no comments.

#### COMMENTS FROM CHAIR, SUSAN WURTZ

Chair Wurtz also had no comments.

#### CONSIDERATION OF CALENDAR ITEMS FOR DOCKETING

974 Report and Recommendations on Research/Scholarly Activities



Motion to docket in regular order as item #879 by Senator Soneson; second by Senator O'Kane. Motion passed.

975 Diversity of Faculty/Staff and Students at UNI

Motion to docket in regular order as item #880 by Senator Bruess; second by Senator East.

Senator Mvuyekure suggested that it would be beneficial to invite persons on campus to discuss this, such the Office of Institutional Research which provided the numbers, as well as Equity Management and Vice President Terry Hogan, who is cited in President Allen's speech from the Fall Faculty Meeting.

Interim Provost Lubker added that he recently spent several days in Washington D.C. and attended a meeting on improving faculty diversity on campus put on by a company that does best practices studies. He plans to bring the person that gave that address to campus to present that data. To obtain their information they go out and work closely with about 150 universities all over the country and pick out institutions, which show relatively slow increase in under represented minorities and women faculty. They pick out those schools that confound those slow risers, starting lower and going higher, and studying them in more depth. They also sent him a book and he plans to share copies with the faculty.

Senator Bruess questioned what the intent was with this information. A brief discussion followed.

Senator Mvuyekure reminded the Senate that the request for this information was directed by the Senate at the fall retreat.

Chair Wurtz asked who specifically compiled this information.

Senator Mvuyekure responded that he was asked to produce a white paper and he gathered information from various sources on campus.

Chair Wurtz noted that this is a compilation of information relevant to diversity on campus but not a recommendation. Notes from President Allen's speech at the Fall Faculty meeting indicate that he intends to conduct a campus climate survey, and he intends there should be an Executive Committee for Diversity appointed.

Interim Provost Lubker commented that that committee has already been formed and has met twice. Originally it consisted of the four UNI vice presidents but has now been expanded to include other campus leaders and representatives. There will be a larger advisory committee, approximately 20-25 people, with representatives from each college. However, his concern with this is, as he learned from his meeting in Washington, that it is central and it's not looking at the departments, colleges, and the faculty. His recommendation had been to follow Pennsylvania State's model, to have each college have it's own diversity committee that interacts with this advisory committee. He has asked the deans to begin setting those up.

Senator Schumacher-Douglas noted that faculty might not know what's going on else where on campus. The Department of Curriculum and Instruction has had a diversity committee based on their Strategic Initiatives Plan for two years. The College of Education recently set up a diversity committee and the student outreach that they've been doing through the department has gone through the Admissions Office. We need to know what's already being done so faculty can pull on those efforts rather than the expectation that nothing's been done.

Interim Provost Lubker replied that that is true, and that's one of the first things the group will be doing, to figure out what's going on. This is the same problem that we've faced over and over again, so many things became so decentralized, so much is happening and no one knows what.

Interim Provost Lubker also noted that in early November there would be a UNI Radio Outreach on KBBG twice a month, addressing issues between Waterloo and UNI. The mc will be Steve Carignan, Assistant Vice President Education & Sports Events Center Management/Gallagher-Bluedorn Performing Arts Center. Listeners will be able to send in their questions through the UNI Website and that will determine the content of the show.

Senator Heisted noted that one of the things that continues to elude her here at UNI is the working definition of "diversity." She would like to see that addressed as well as how it's being used at all the different levels as she sees it being used many different ways at many levels.

Interim Provost Lubker replied that they're talking about diversity in terms of under represented minorities, which eliminates Asian Americans from the minority classification, as

they are not under represented as a group in the university. By doing that, UNI looks better than Iowa and Iowa State because so many of their minority students are Asian Americans in engineering. UNI has 6% under represented minorities among faculty. Iowa and Iowa State have around 4-4.1%. There are 495 masters' universities in this study and UNI is 240<sup>th</sup>. There are 89 high level research universities that Iowa and Iowa State belong to and Iowa and Iowa State are 79<sup>th</sup> and 83<sup>rd</sup>.

Senator Heisted continued that at lower levels some of the working definitions included international students and faculty, sexual orientation, family situations, and those may or may not be what the university in general is working with within these committees.

Interim Provost Lubker added that Senator Heisted is touching another issue that needs to be defined, the diversity that we get from both international students and gender differences eliminates a lot of diversity. Senator Heisted is right, though, the definition needs to be addressed.

Chair Wurtz concluded that there is strong support in looking at this issue. Another issue is where the responsibility lies as it's been brought up that our committee structure is in chaotic disarray, with no one knowing what committees exist and who they belong to. That is something that leadership will be taking on, however, she noted, that the committees do belong to the Senate. Hopefully they will discover where there is duplication, which committees belong to the President versus which committees are the Senate's. This is a separate issue, but related.

As far as the diversity issue, Chair Wurtz asked if that committee is far enough along to ask them for an update, and if it's appropriate for the Senate to lend their support?

Interim Provost Lubker replied that they are not but he can bring whatever updates they might have to the next meeting. He believes that Senate support is important and his concern is that they understand that President Allen wants the faculty to understand that there is central support for improving diversity on this campus. He finds a big difference between central support and central control, and that the control of the effort needs to come from the faculty.

Chair Wurtz stated that there is currently a motion to put this on the docket but that there is not any specific action tied to this, other than accepting it as an informational item.



Senator O'Kane asked if it would be appropriate to either accept or receive it?

Chair Wurtz replied that that would be appropriate, if that's what is being asked for, which Senator Mvuyekure indicated was the case.

Motion passed with one abstention.

#### **NEW BUSINESS**

Elect Faculty Senate representative to the Regents Award for Faculty Excellence Committee

Senator Mvuyekure stated that as he received the award last year it's only fair that he serve on that committee this year. Self-nomination by Senator Mvuyekure.

Motion to close nominations passed.

Motion to accept the nomination by Senator Heisted; second by Senator Bruess. Motion passed.

#### **CONSIDERATION OF DOCKETED ITEMS**

875 Emeritus Status request, G. Scott Cawelti, department of English Language and Literature, effective 6/08

Motion to accept by Senator Soneson with a heavy heart and to send our heartfelt appreciation to Dr. Cawelti for his over forty years of work at UNI; second by Senator Mvuyekure.

Senator O'Kane stated that he would like to give his personal thanks to Dr. Cawelti for his very even handed, very well thought out liaison with the community via numerous venues that he participated in.

Interim Provost Lubker added that Dr. Cawelti is a close friend that he has enjoyed talking with and arguing with. As he said at Dr. Cawelti's retirement party, on Sunday mornings when he opens up the Courier, he often says, "My God, he hasn't said this!" Dr. Cawelti is honest, straight and calls it the way he sees it, and at times the university gets some very angry emails

as a result. He is a delightful man and a wonderful advocate for this university, and he loves him like a brother.

Senator Soneson noted that Dr. Cawelti is not only a colleague but also a close friend. One of the great things about Dr. Cawelti is his adventurous spirit as a teacher. He put together a cluster group where four faculty members taught the same set of students four different courses, Humanities II, American Civilization, Oral Communication and a writing class. They spent several summers working on this together so their courses would be integrated in a way that would be very helpful for students. One of the great complaints of the Liberal Arts Core is that students don't understand how one part is connected to another. This was their attempt to help them see some of that. As a result of working on this it meant that Dr. Cawelti sat in on one of his courses from beginning to end, and he also sat in on one of Dr. Cawelti's courses. It is a wonderful experience to be able to sit in on one of your colleague's courses. It was fabulous to see him at work as a teacher. The most significant part of his contribution to UNI is his attempt to shake things up and encourage experimentation, to challenge us all. That is something that he will miss from Dr. Cawelti.

Chair Wurtz suggested that the Senate amend the motion with some serious strings attached to keep Dr. Cawelti attached to the campus.

Associate Provost Lubker added that he had threatened to not sign Dr. Cawelti's Emeritus Request.

Senator Mvuyekure added, with humor, that one of the things we should retain him for is his musical talents. For many years Dr. Cawelti gave his time on Sundays for student awards, bringing his guitar to play brilliant songs, including the "PhD Blues." This is something he will miss about Dr. Cawelti.

Motion passed.

876 Emeritus Status request, Charles D. Johnson, Department of Industrial Technology, effective 6/08

Motion to approve by Senator Hotek; second Senator Schumacher-Douglas.

Senator Hotek stated that he has known Dr. Johnson for the past eight years, out of the 27 that Dr. Johnson has been at UNI.

Dr. Johnson performed his research, service and teaching very well in the department. He prepared Technology teachers, what used to be called Industrial Arts teachers, working with the state and the Board of Educational Examiners. He has also written textbooks in the area of Communication Technology that are used throughout the state and nation in Industrial Technology courses. He's had over 300 articulation agreements with community colleges in the area of technology, management, construction management and manufacturing technology. He also served the university by serving on the board of community colleges.

Senator Patton noted that he had the privilege of serving with Dr. Johnson on the Regents Committee on Educational Relations. He was impressed with his innovation and his all-abiding concern.

Motion passed.

877 Emeritus Status request, Dean Kruckeberg, Department of Communication Studies, effective 6/08

Motion to approve by Senator Bruess; second by Senator East.

Motion passed.

Chair Wurtz added that the total years served of these three individuals leaving the campus is just short of 100 years of experience. This is a telling number; that we're losing something every time someone leaves.

#### **ADJOURNMENT**

Motion by Senator Bruess to adjourn; second by Senator East.  
Motion passed.

The meeting was adjourned at 3:50 P.M.

Respectfully submitted,

Dena Snowden  
Faculty Senate Secretary